

NASHVILLE DISTRICT
ANTI-DISCRIMINATION POLICY

Discrimination is against the law and will not be tolerated in the Nashville District. Employees, former employees, and applicants for employment are protected by law from discrimination because of race, color, religion, sex (including sexual harassment and sex-based wage discrimination), national origin, age, mental or physical disability, and/or reprisal in employment matters under the control of the Army.

It is Nashville District policy to adhere to the principles of equal employment opportunity (EEO) and assure that EEO program requirements are strictly enforced. To this end:

- All employees and applicants for employment will be provided equal employment opportunity, regardless of race, color, religion, sex, national origin, age, or disability.
- All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.
- Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.
- Workplace harassment will not be tolerated. Allegations of harassment will be immediately investigated, and where allegations are substantiated, appropriate action will be taken.
- Reprisal will not be tolerated against those who exercise their rights under the civil rights statutes.
- Penalties for perpetrating discriminatory behavior or taking personnel actions based on a prohibited basis range from written reprimand to removal from federal service.

Persons who believe they are the victims of discrimination must contact the EEO Office for pre-complaint counseling within 45 days of the alleged act of discrimination, before they may file a formal EEO complaint. Depending on the circumstances, individuals may also have other avenues of redress, such as: filing an appeal with the Merit Systems Protection Board, filing a civil action in a U.S. District Court, or contacting the Office of Special Counsel or the Engineer Inspector General. The EEO Office can provide more specific information about the various forums for addressing complaint matters.

I fully expect and rely on managers and supervisors to employ sound, equitable personnel management practices to help minimize employee/applicant dissatisfaction in employment matters and decisions. However, when EEO complaints do arise, I encourage individuals to air their concerns freely and without fear of reprisal. Managers and supervisors must be open to resolution of complaints at the earliest stages, as the management role in the complaint process is critical.

The creation and maintenance of a discrimination-free work environment is a team effort. Nashville District supervisors and employees alike share the responsibility for creating an atmosphere in which all have the opportunity to succeed--commensurate with their ability, effort, and desire to do so.

/s/

STEVEN J. ROEMHILDT, P.E.
LTC, EN
Commanding

DISTRIBUTION:

All Nashville District Employees